



AMC Fellows Program

Roadmap and Future Plans

AMC Career Program Managers' Meeting

18 July 2002

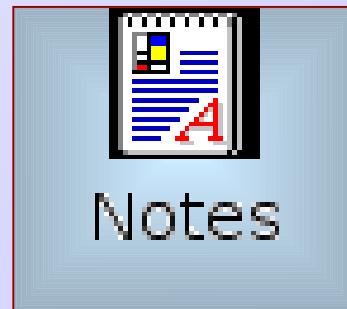
Presented by: AMC Logistics Leadership Center

Mickey Carter, PhD

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Virtual Briefing Concept

This briefing is being presented in a **virtual** form. Each slide in this presentation contains embedded notes that provide expanded explanations for the material being presented on the slide. When **viewing as a Slide Show**, the notes may be **accessed** by rolling the mouse over the icon displayed on the left side of each slide. Rolling the mouse over the icon below will display an example



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Fellows Background

Multi-functional Leaders of the Future

★ Approximately 21,384 AMC employees in six critical career fields -

❖ CP 13,14,15,16,17, & 34

★ Average age of these AMC

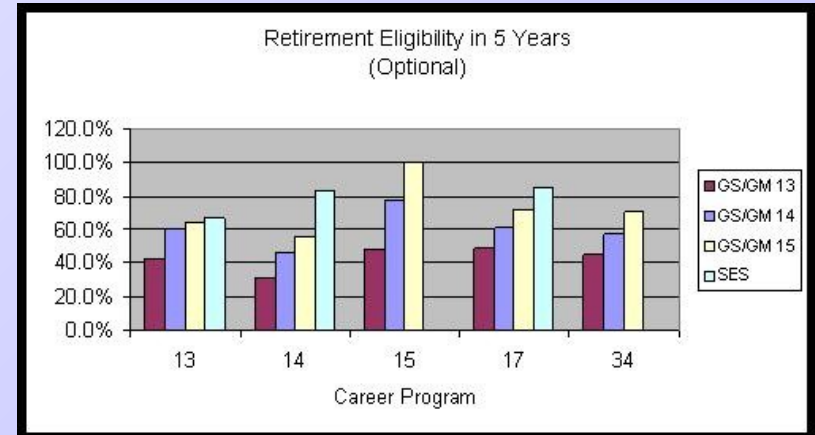
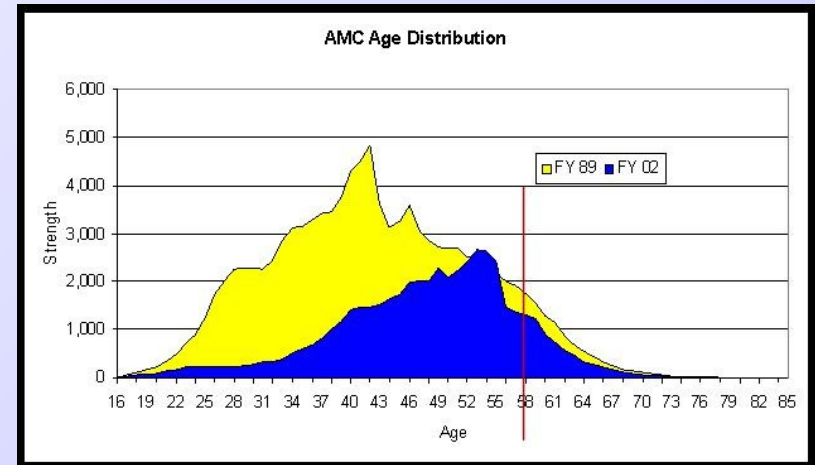
employees - 47.7 (Mar 02)

❖ Excluding CP 16: 12.6% are currently 58 or above

★ Over 68% are eligible for retirement within 5 years

❖ Excluding CP 16: 46.3% of high grade employees are eligible for Optional retirement within 5 years

★ Current and future work environment requires mobile and multi-functional employees



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AMC Fellows Program

The Solution: Revitalize and Transform the Workforce

- ★ **Train Future Multi-functional AMC Leaders**
- ★ **Five-year Fellowships -- Target GS-13**

- ❖ **Attractive to Outstanding Scholars**

- ★ **Multi-Functional Focus**

- ❖ **Core Curriculum in HR, RM, Contracting, ITM, and Logistics**
- ❖ **Army Field Experience (Greening) Module**
- ❖ **Mentoring, Leadership Training, Acquisition Training, & Mobility Required**
- ❖ **Masters Degree in Business, Logistics, or Other Related Areas**

43 Fellows
53% Minority
56% Female
Average Age: 37.3

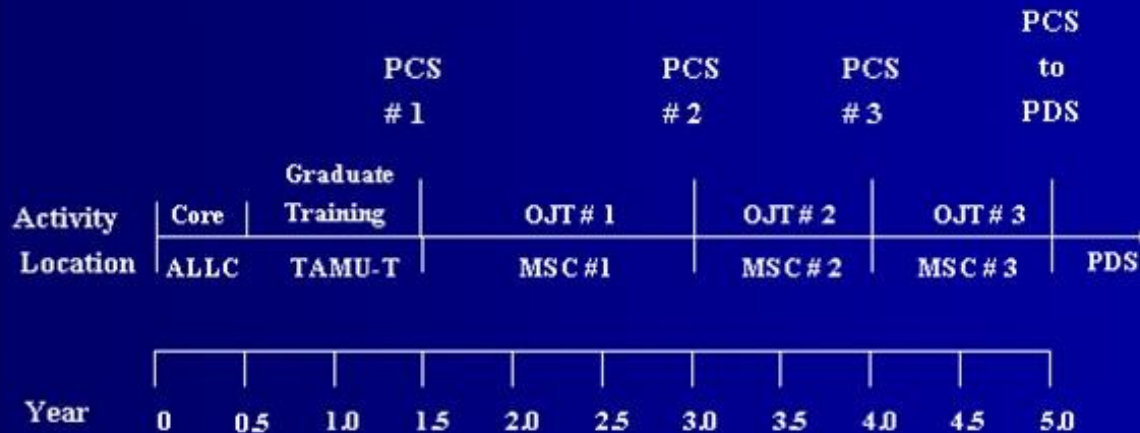


Career Programs: Contracting, Supply, Quality & Reliability Assurance, Materiel Maintenance, ITM , E&S

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Current Fellows Program Sequence

AMC Fellows Program Program Sequence



ALLC – AMC Logistics Leadership Center, Texarkana, TX
 TAMU-T – Texas A&M University – Texarkana, TX
 MSC – Major Subordinate Command (AMC)

PCS – Permanent Change of Station
 PDS – Permanent Duty Site
 OJT – On-the-job Training

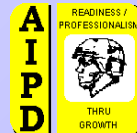
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First AMC Fellows Class



★ Class Demographics

- ❖ 43 Outstanding Scholars Appointed 4 Jun 2001
 - Avg undergrad GPA=3.6
 - 20 with business degree
- ❖ Diverse Group
 - 28 external, 15 internal
 - 53% minority, 56% female
 - 22 prior military



★ Current Status

- ❖ Completed 6 mos Core Curriculum at ALLC
 - Overall average grade = 92.7
- ❖ Completed ILDC, LEAD, AODC, SDC, MDC
- ❖ Completed 8 DAU Online Courses
- ❖ Completed 4 of 8 Masters Courses at TAMU-T or FIT
 - 18 seeking MBA, 25 seeking MSBA
- ❖ Will Complete Masters Education in Dec 2002 and Begin OJT

Command & General Staff College
Ft. Leavenworth, Kansas



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**Click on the picture to see
The Fellows Video (RealPlayer
8)**



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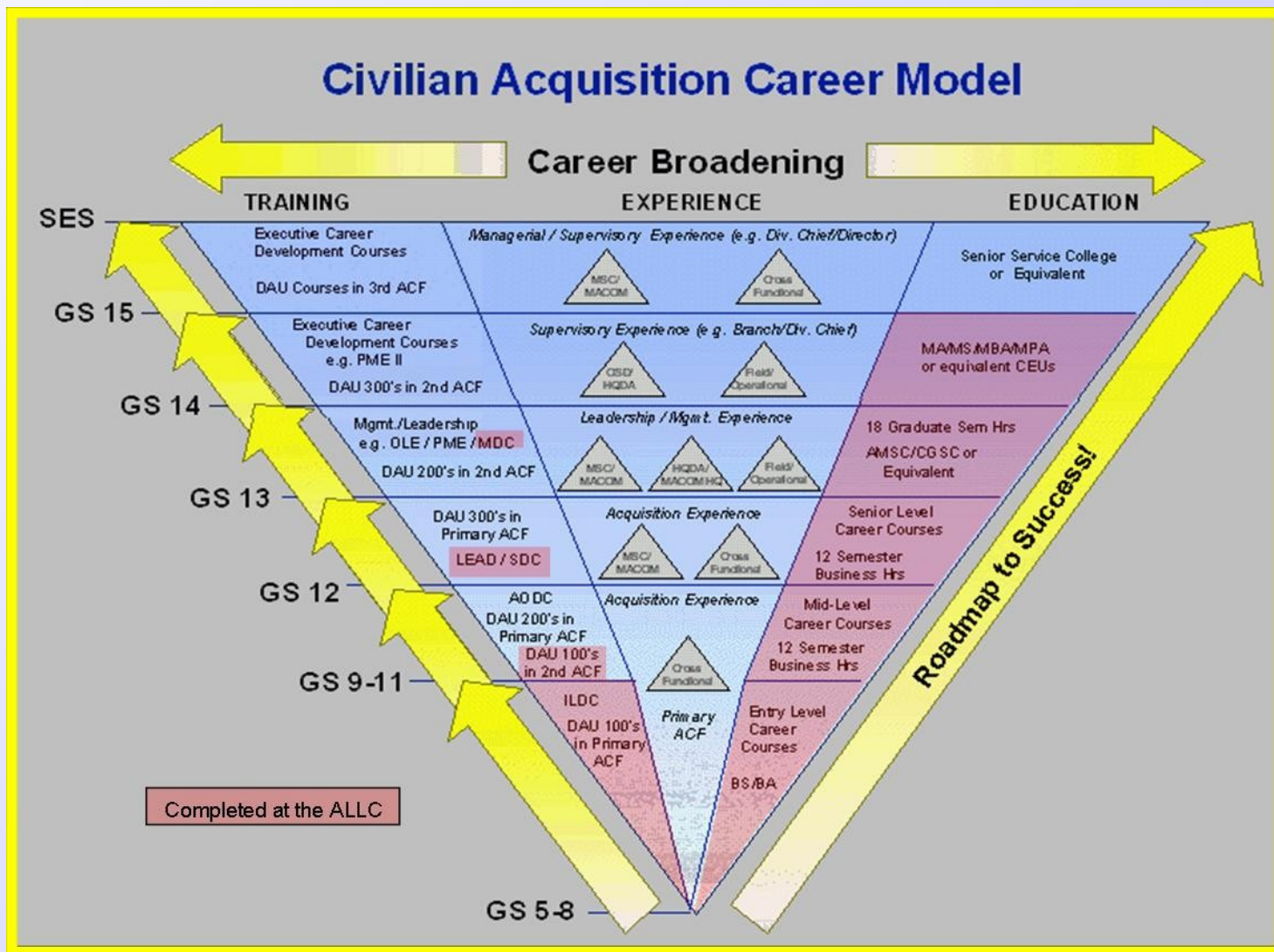
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Acquisition Roadmap



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Fellows-Acquisition Roadmap

Tentative (Result from merging Fellows and Acquisition Roadmaps)

Element	During AMC Fellowship					Result/Goal	After Fellowship
	ALLC		1st Rotation	2nd Rotation	3rd Rotation		GS-13/14/15/SES
	GS-7	GS-9	GS-11	GS-12	GS-12/13		
Education	Fellows Program Masters		Career Broadening Education Leadership Education			Exceed DAIWA Education Requirements	Senior Service College or Equivalent
Training	DAU 100- Primary ACF DAU 100 - Second CF ILDC, LEAD, AODC, SDC, MDC <i>Greening</i>		DAU 200 - Primary ACF <i>ACTEDS Functional & Technical in both CPs</i> <i>Greening</i>	DAU 300 - Primary ACF DAU 200 - Second ACF <i>ACTEDS Leadership (OLE, PME, etc..)</i> <i>Greening</i>		<u>Meet Training Regmt's for:</u> Level III in Primary ACF Level II in Second ACF <i>ACTEDS for both CPs</i>	DAU 300 - Second ACF DAU - Other ACF's Executive Career Development
Experience	Education (acquisition regs allows education to substitute for one year experience)		9 mos Primary ACF 9 mos Second ACF	One Year Primary ACF *	One Year Primary ACF *	3.5 Yrs in Primary ACF** 1 Yr in Second ACF**	Competitive Dev. Group (CDG) Rotational Development Assignment Program (RDAP)
Certification	None	Level I (Primary ACF)	Level I (Second ACF)	Level II (Primary ACF)	Level III (Primary ACF) (within 6 mos)	<u>At end of Fellowship:</u> Level III - Primary ACF (6 mos after fellowship) Level I - Second ACF	Level II & III Second ACF Corp Eligible (CE) Army Acquisition Corp (AAC)
Position Description (OCCUPAT)	301	301? With Duties from both CPs ***	301? With Duties from both CPs ***	Match Primary ACF (include second CP duties) ***	Match Primary ACF (include second CP duties) ***	Qualified in Multiple CP/Series Certified in Multiple ACF	Qualified in Multiple CP/Series Certified in Multiple ACF
* Short developmental assignment/duties into second ACF/CP ** Use education substitute for .75 years in Primary ACF and .25 Years in Secondary ACF *** Use COREDOC and FASCLASS to create PDs with duties from two series							

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Fellows Position Description

- ★ Current AMC Fellows Position Descriptions
 - ❖ **Generic GS-301 (GS-07/09/11/12/13 Career Ladder)**
 - ❖ **Detrimental to Meeting Qualification and Experience Requirements**
 - **OPM qualification standards (specialized experience)**
 - **Experience requirements for Level III acquisition certification**
 - ▲ Especially for Contract & Acquisition Career Field (1102)
- ★ Creating New Developmental/Career Ladder PD's
 - ❖ **Using FASCLASS and COREDOC**
 - **FASCLASS: identify representative duties at MSC level**
 - ▲ Over 200 Acquisition Related PD's utilized
 - **COREDOC: create PD by combining duties for CP pairing**
 - **GS-9/11PD's: 50% of duties from each CP**
 - **GS-12/13 PD's: 90% of duties from primary CP**
- ★ Convert Fellows to New PD's at Beginning of OJT Phase

 **FASCLASS**

 **COREDOC**
CORE DOCUMENT DEVELOPMENT
SYSTEM

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Fellows OJT Career Management Plan



Army Acquisition Corps

- ★ Fellows Acquisition Career Management Needs
 - ❖ Inclusion of Fellows Positions on CAPL?
 - ❖ Coordinated Interface to Acquisition Career Program Managers
 - Rotational assignments create multiple ACM's
 - ALLC coordinate acquisition training schedule
 - ALLC authorized update authority on IDP/ACRB
 - Regional ACM's approve ACRB and Certification

ACTEDS

Army Civilian Training, Education
& Development System

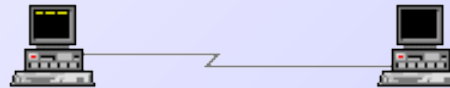
- ★ Training Priority Needs
 - ❖ Personnel System Not Designed for Multi-functionality
 - ❖ Fellows Should be Registered in a Primary CP
 - ❖ Need to Receive Higher Priority in Secondary CP Training Request



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Request for Input from Career Program Managers

★ Feedback on Plans



- ❖ Is Fellows-Acquisition Roadmap Feasible?
- ❖ Will New PD's Answer Qualification/Experience Question?
- ❖ Comments on use of GS-301 Occupational Series!
- ❖ Is Identification on CAPL Required?
- ❖ Comments on ALLC Interface to ACM's and DACM!

★ Identification of Potential Showstoppers

- ❖ Acquisition Certification Requirements
- ❖ Future ACTEDS Requirements
- ❖ Training Priorities in 2nd CP
- ❖ Experience Needs for Future Positions

★ Marketing of Fellows Program

- ❖ CP Community at DA/AMC/MSD level
- ❖ Initiative to "Revitalize the Workforce"



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AMC FELLOWS PROGRAM

**Creating Multi-functional
Leaders for the Future**

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Additional Slides to be Included

As an Annex

Annex will also include sample
PD's created using COREDOC
and data analysis of FASCLASS
PD's to determine
representative duties at the
MSC level.

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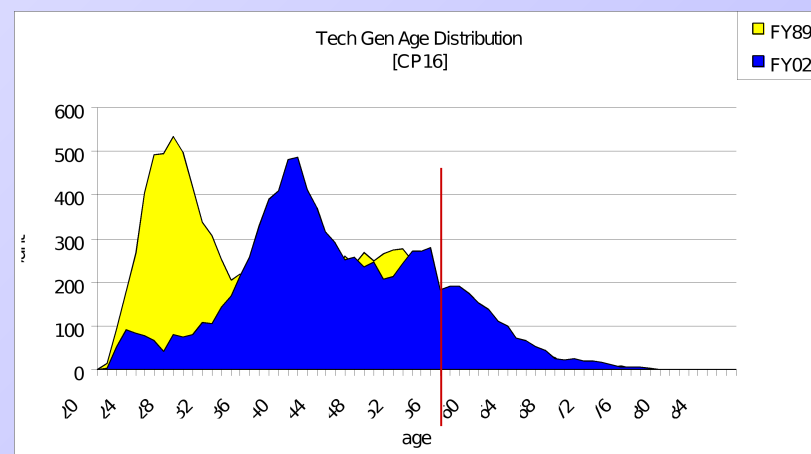
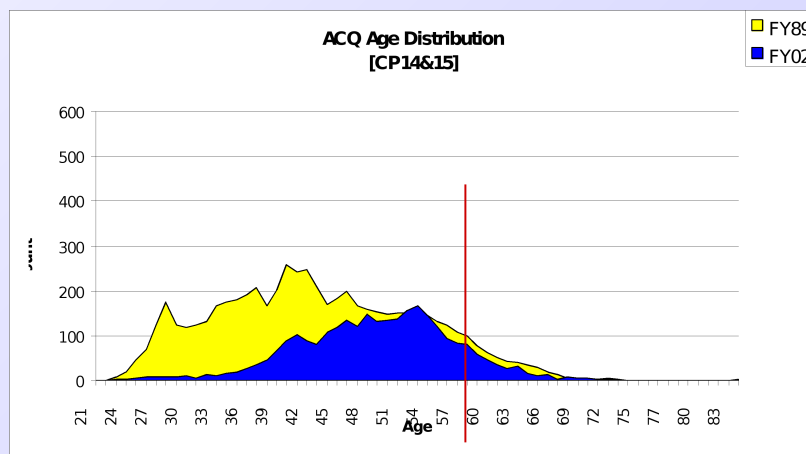
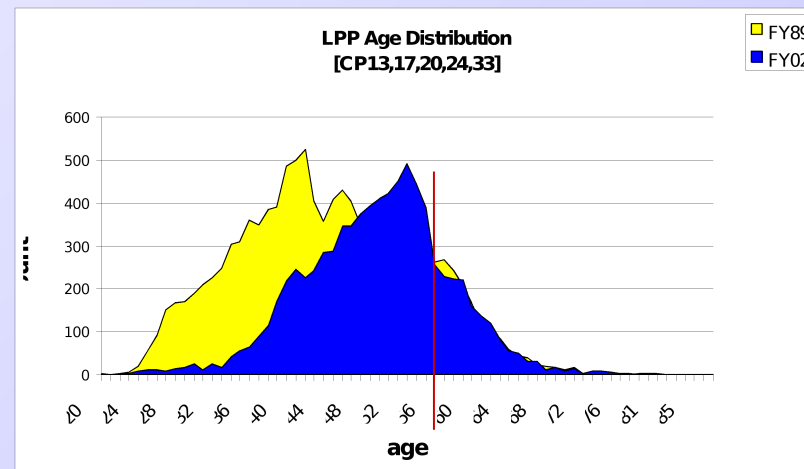
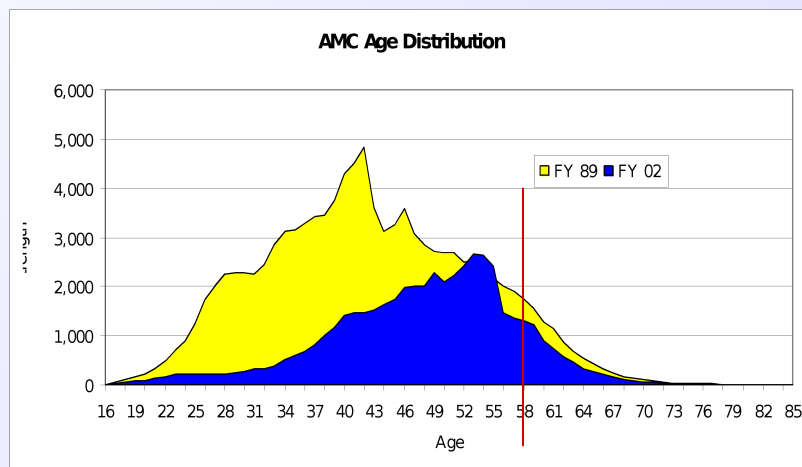
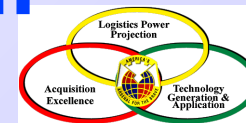
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AMC Aging Problem Wave Charts



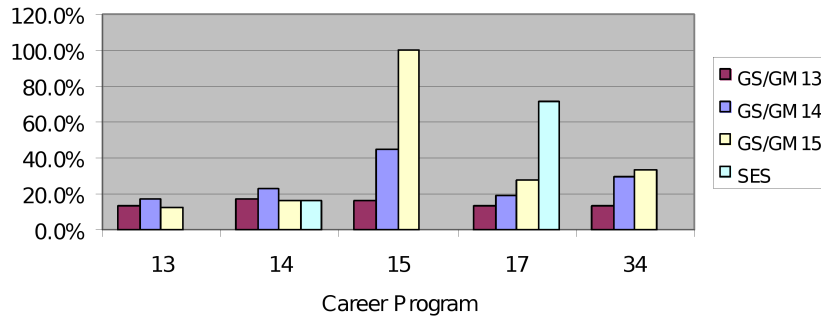
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AMC Retirement Problem

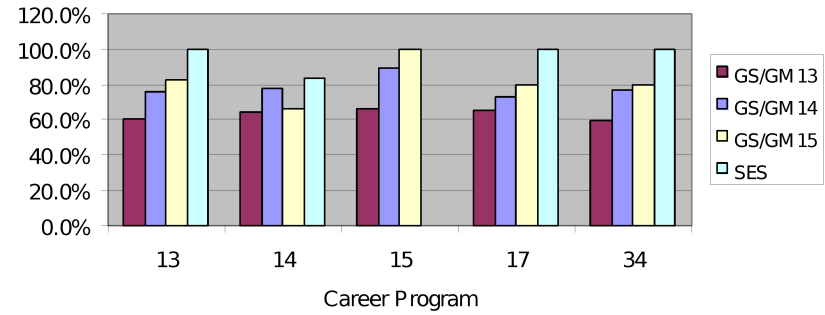
Leader Positions in CP 13,14,15,17,34



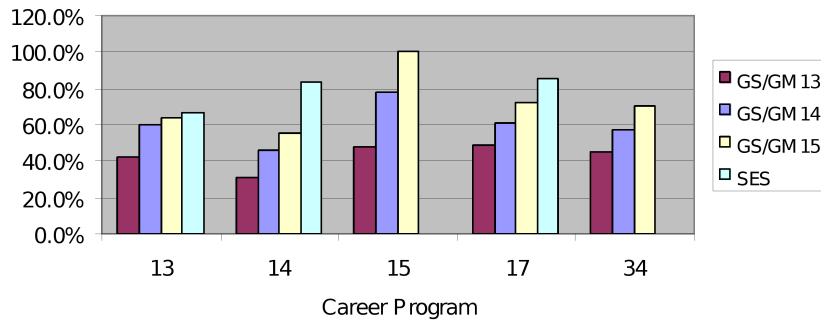
Current Retirement Eligibility
(Optional)



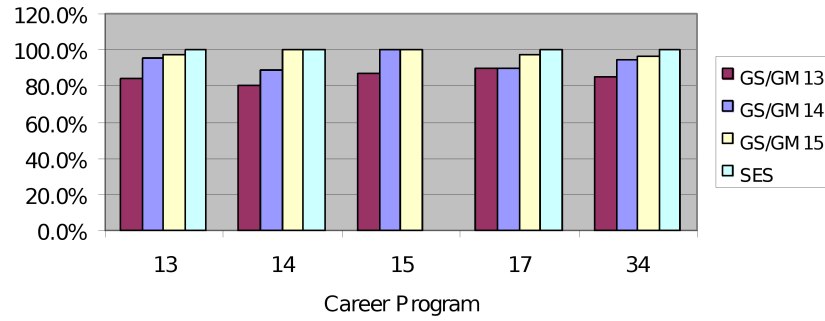
Current Retirement Eligibility
(Optional and Displaced)



Retirement Eligibility in 5 Years
(Optional)



Retirement Eligibility in 5 Years
(Optional and Displaced)



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